

# Reducing Health Disparities for Black, Indigenous, and People of Color (BIPOC)

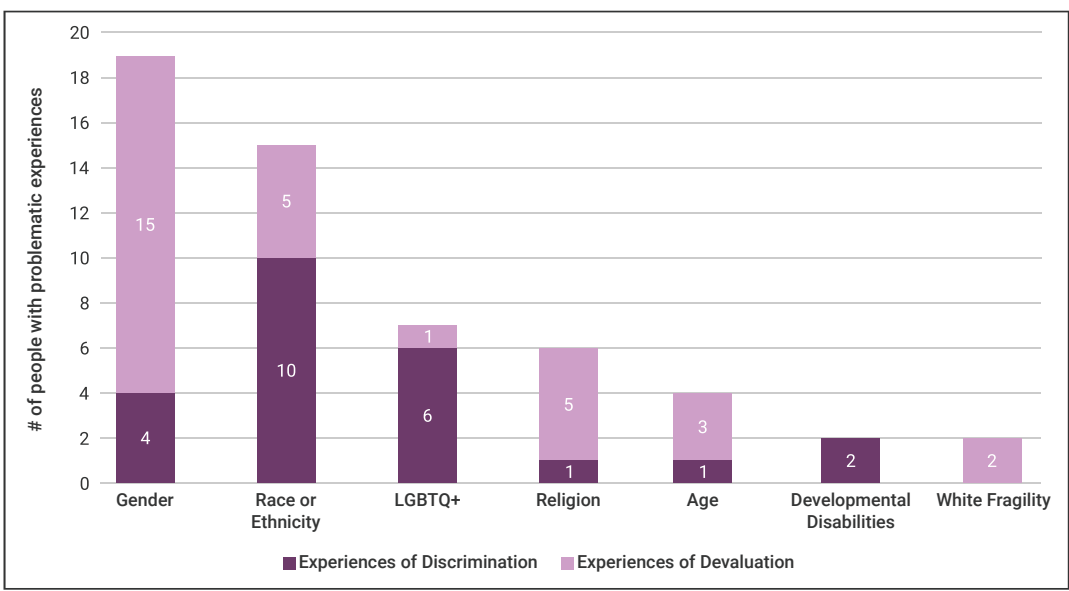


Illustration by Storyset

**BIPOC** highlights the experiences that different People of Color have. It should be noted that the terms for how Communities of Color identify themselves change over time. While BIPOC is now the preferred term by many, this is subject to change as we become socially aware of new language and recognitions.

**Health Disparities:** avoidable and unfair differences in mental health and substance use treatment results experienced by social groups with fewer resources.

## Discrimination and Devaluation in the Work Place



About 11% of people who responded from the four target groups reported having experiences related to discrimination or being undervalued at work.

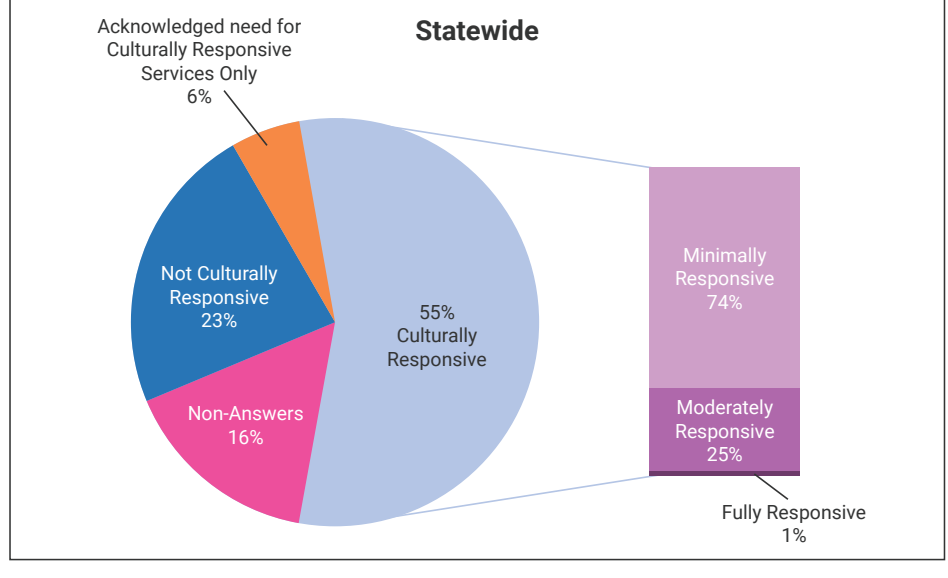
Also, racist, transphobic, homophobic, and other disparaging comments were made by a small percentage (1.3%) of people who responded to the survey when asked about this issue.

## Culturally Responsive Approaches

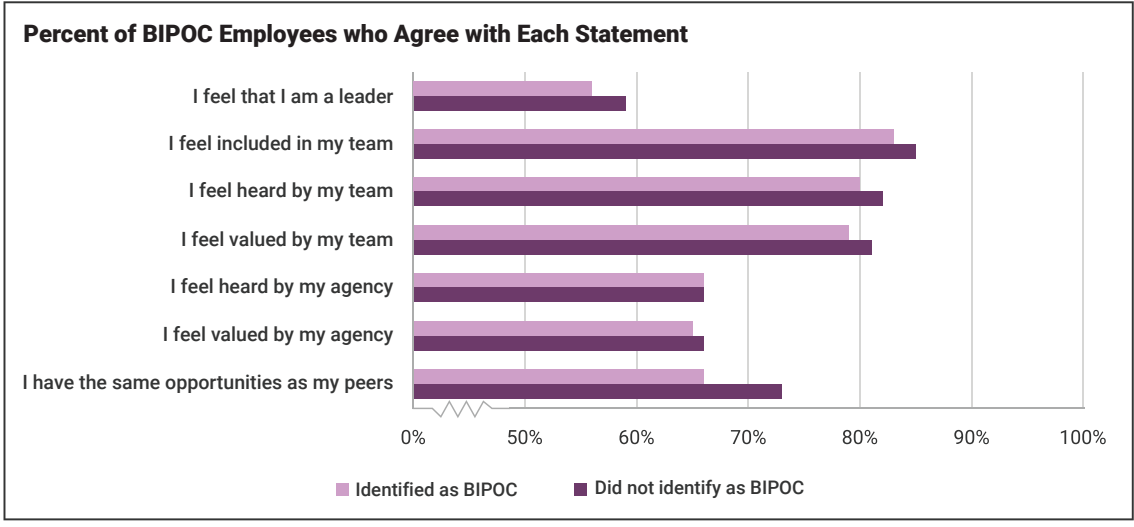
In what ways is culture used by mental health providers to help people succeed in mental health and substance use treatment in Utah?

As seen in the figure to the right, 55% of responses were determined to be culturally responsive approaches.

Of those, just under 75% were determined to be minimally responsive approaches.



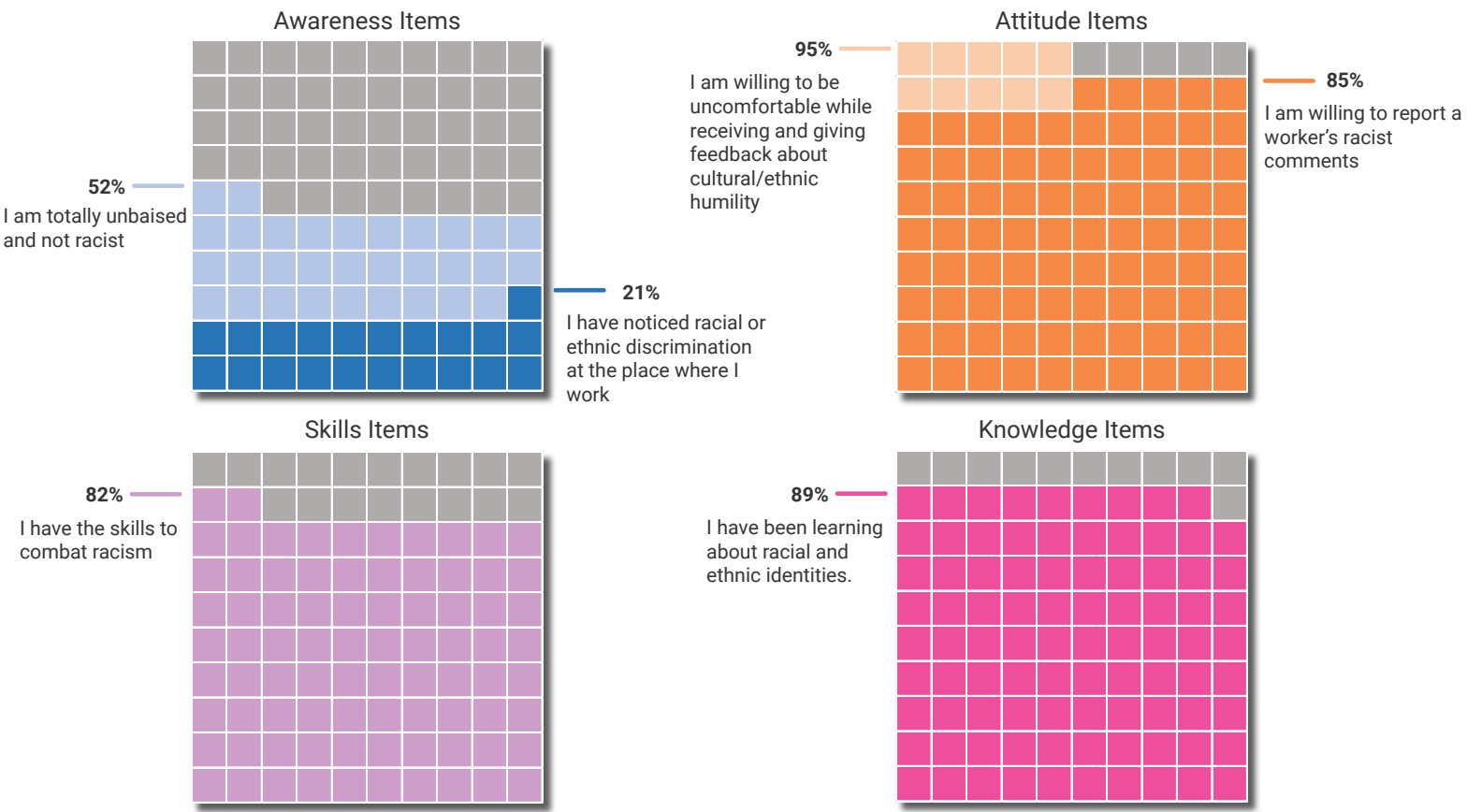
## Inclusive Workplace Atmosphere



Employees who identified as BIPOC are **less likely** to feel included, valued, or heard than employees who didn't.

## Service Provider Cultural Responsiveness

These show the average agreement on questions about awareness, attitude, knowledge, and skill. These questions were only presented to DOPL licensed direct service providers.



## Recommendations

Include BIPOC in all policy decision making.

Ensure Evidence Based Practices are culturally relevant and responsive.

Implement a strategic plan for workforce development, recruitment, and retention by providing mentorship and financial support for BIPOC. This will help secure a path for BIPOC to become licensed mental health providers.

Create relationships with BIPOC to better understand their needs.

Show real commitment of leadership teams to understanding bias, stigma, and the history that has helped lead to disparities.

For more information email: [monicascott@utah.gov](mailto:monicascott@utah.gov)

View the full needs assessment for additional information: <https://bit.ly/3D061Yy>  
Find the Health Disparities Overview at: <https://bit.ly/3FRoLYi>